



2025 EDUCATIONAL & FINANCIAL REPORT

Prepared by Susan West, Principal
June 30, 2026

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CONTEXT

Liberty College has been providing quality Christian Education in Tamworth since 1999. In 2024, Liberty celebrated its 25th year of operation – an exciting milestone for the school and community. The College serves as a ministry of Liberty Church Inc. and is a member of Christian Schools Australia. Liberty College is fully registered and accredited as a primary school. The school is registered with NESAs and successfully completed its renewal in 2023 for another five-year period.

The school is located on the southern edge of Tamworth, just minutes from the city centre. The school property is surrounded by small farms with picturesque views of the Tamworth hills. Regional development is expanding towards the school including retail, industrial, sporting, tourism, aged care facilities and housing. This development has contributed to the growing population in the Tamworth Regional area which continues to increase each year.

The school caters for a diverse range of families and cultures. In 2025, the year finished with 46 families, with an FTE of 63 students. The student population includes students from Australia, the Philippines, India and some African countries. 40% of the students identified as First Nations people. The students interact well and enjoy the opportunities and challenges of learning together in a multigrade learning environment of 4 stage-based classes.

The school has a CTC (capacity to contribute) score of 81. Substantial support is needed and provided to families to access quality Christian education and for the students to receive high quality teaching and learning experiences. Addressing the barriers to education for this group of the community is a vital component of Liberty's enrolment process and the support programs that are offered by the school.

As a smaller school, Liberty offers a unique schooling option for many students that do not 'fit' into other schools. The school caters for a range of student needs and currently supports students presenting with autism spectrum disorder, speech and language delay, poor motor-coordination, learning disabilities, anxiety disorders, ADHD and other social-emotional disorders. In 2025, 32% of the students fell into one or more of these categories.

Liberty College has a well-stocked library including a large selection of modern teaching resources in each subject area. Students have access to a range of sport equipment and play areas to broaden and develop their physical activity. A Playground Study in 2024 conducted by Good for Kids, Good for Life highlighted the positive environment of the school playground at Liberty, promoting a range of active play opportunities and high engagement of both male and female students.

Liberty College provides a family atmosphere in which parents and caregivers are welcome to be involved as partners in their children's education through in-school volunteer work, home support and attendance at school events.

The school staff understand the importance of their role as facilitators for learning and models of Christian values to the children in their care. As committed Christians, all staff have the privilege of supporting parents in their responsibility to bring up their children "in the training and instruction of the Lord" (Ephesians 6:4). With this as our foundation, all subjects are taught from a biblical perspective, allowing the values of the Bible to form the basis of teaching and learning experiences.

Messages from Key Bodies

Principal

2025 was the 26th year of being on staff at Liberty and my 22nd year as Principal - there is much to be thankful for.

At the start of the year, three classes were operational with lower student numbers than anticipated, however by Term 3, a fourth class was up and running to allow for Stage-based classes to continue for the remainder of the year. It was exciting to engage one of our own staff members as an incoming teacher. Ms Tindall achieved Conditional accreditation with NESAs and team-taught in Term 3 and 4.

A highlight of 2025 was the commencement of Chapel services each month. The services are a wonderful addition to what Liberty already does to point students to Jesus. Services are fun and engaging, with high student involvement. Thanks to Mrs Dillon and Mrs Palaez for their work for this initiative. Student chapel days also start with Staff praise and worship which is a great way to start any day!

Liberty students competed for the second year at Zone and State level in Swimming, Cross Country and Athletics. Students travelled to Newcastle and Sydney to compete in five different meets as part of the Hunter Christian Zone in the Christian Schools Sports Association.

Liberty participates in many programs and special events in addition to the regular school day. I would like to thank the staff for their commitment to providing such a rich Christian education for the students. Our students are very blessed to have staff that genuinely care about them and want to see them reach their full potential.

Additional promotion strategies were used through the year. A dedicated school tour was provided for mainly music families following one of their Friday morning sessions. Fliers were delivered to local pre-schools and the school's online presence was increased through the Liberty Primary School Facebook page.

At Liberty, Presentation Night is not just for those being presented with awards – it is a whole school celebration. Eleven Grade 6 students were farewelled. The 2026 School Leaders were announced, and we congratulate Hannah, Noah, Sid, Matthew, Ayden and Logan as they take on leadership roles in the school in the coming year.

I wish to thank the school and church community for their continued support. It is a privilege to partner with families to teach and nurture young people. I particularly thank the Incorporated Board for their support and the Liberty Prayer Team for upholding the school in prayer throughout 2025.

Mrs Susan West
Principal



Staff Commissioning Service



Crazy Hair Day Fundraiser



Aged Care Visits



Connecting with Bricks®

School Council

Liberty Christian Primary School continues to have stable enrolments giving us a solid financial base for the year.

I continue to be very thankful for the incredibly hard work by all the school staff; for all their extra time, effort, and dedication. All our staff go beyond the norm in ensuring that our students get the absolute best education, but most of all, to develop each student into the mighty people of Jesus they are meant to be.

Our Principal Susan West continues to provide great leadership and support to the school. Our teachers are well connected and focused, with a willingness to innovate and team build over and above the expectations of the School Council Chairman. The scarcity of teachers in general and with Christian faith in particular continues to loom as a huge problem for us and the wider education sector as we proceed into 2026 and beyond.

Finally, we will not forget our vision for our school community: to acknowledge Jesus as Lord in our lives, to strengthen every family and most importantly, to enable every student to fulfil their God-given destiny; to become the most amazing person they have been designed to be. There is nothing better than seeing our students develop into mighty young men and women of God!

A big thank you to all the school community, our families, and students, along with the staff and church family for the fabulous work everyone puts in to make Liberty Christian Primary School the very best school in Tamworth.

Mr James Ardill
School Council Chairman



VIP Day



Remembrance Day



Transition to School Program

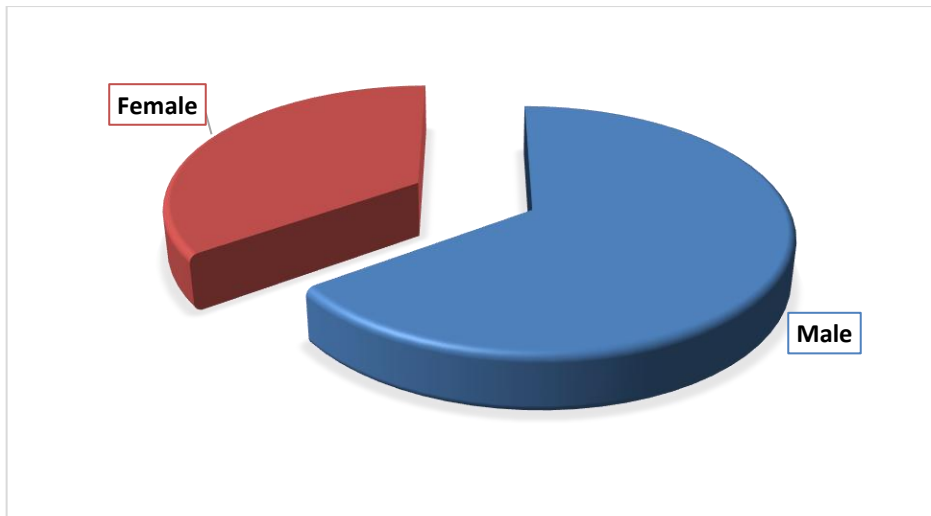


UNE Discovery Incursion

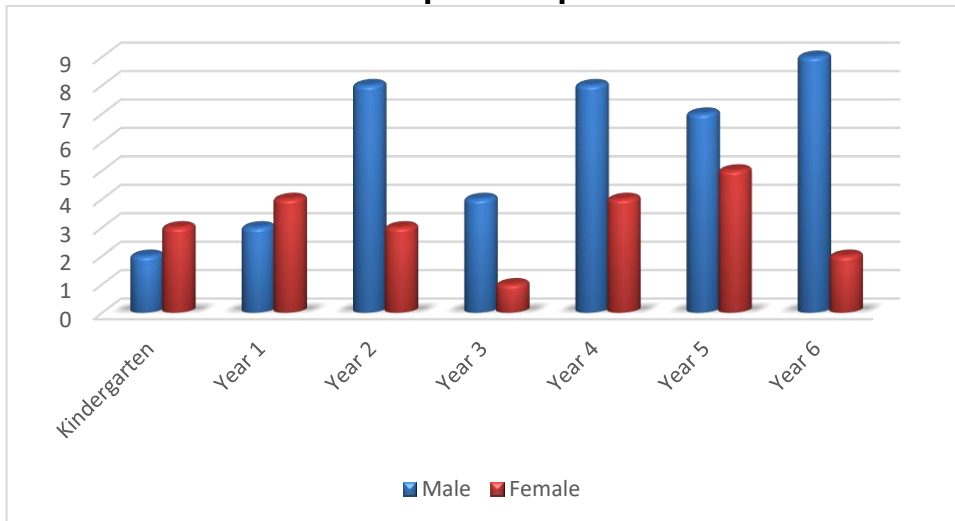
Characteristics of Student Body

The 2025 school cohort of 63 students came from 46 families as recorded at Census date.

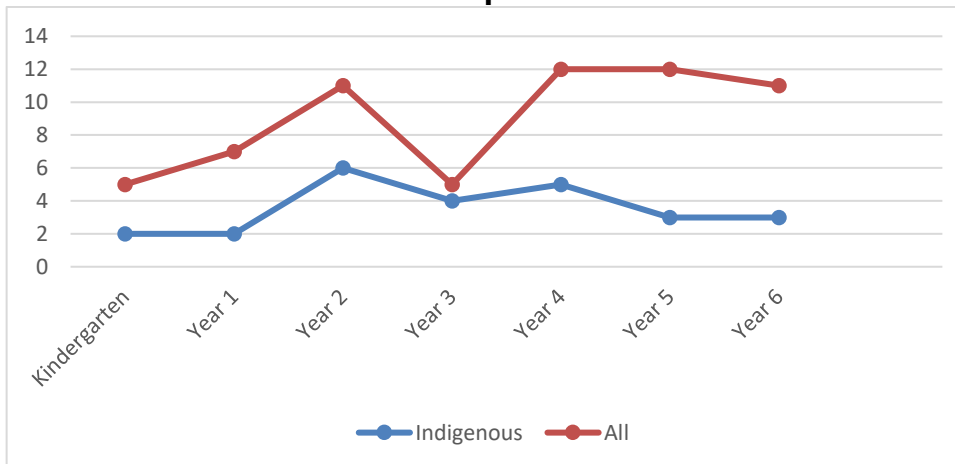
Student Gender



Student Composition per Grade



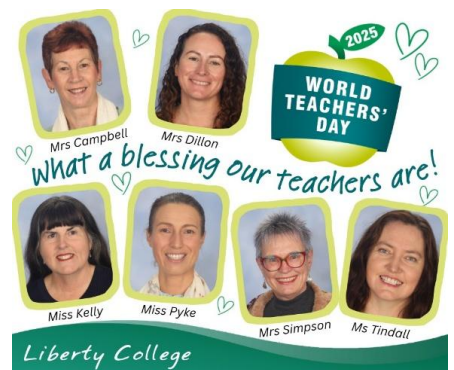
ATSI Composition



Outdoor Classroom Day



Cross Country



World Teacher's Day



CSSA Zone Cross Country

Achievement of Priority Areas from 2025

Priority Area	Desired Aim	Progress
Enrolments	Increase student numbers in Kindergarten and Year 1 so that each year level has approximately ten students in it.	Kinder, Year 1 and Year 3 continue to have lower cohort numbers with space for new enrolments. Across the school the average class size was 15.
Student Achievement	Continue to improve student writing skills with a recognized improvement in the school's NAPLAN results in this domain.	NAPLAN results in 2025 indicate a general upward trend in Writing. Cohort results are closer to the national average and interestingly the national average declined in 2025, however Liberty's results continued to improve.
Teaching and Learning	Identify and implement a wider range of teaching strategies so that student needs are met, and they engage more fully in the teaching and learning opportunities provided.	3 tier 1 intervention (individual) and 5 tier 2 intervention (small group) and the regular use of explicit teaching have supported a greater engagement in learning for students.
Community Action	Students to make regular visits to a local aged care facility to show Jesus' love and build confidence in interacting with elderly people.	Students had seven visits to the aged care facility through the year. Some lovely connections with residents were made. A group of residents attended VIP day and they were presented with a book in 'This is Your Life' style that was created by students from interviews with residents.
Technology	Replace older laptops with new devices to maintain 1:1 devices in each classroom.	25 new laptops were integrated into classrooms and are working well. Older models have been retired and a 1:1 student-laptop ratio is in place.
School Environment	Re-establish the school's community garden with parent volunteers and student help so it can be used to produce food items for the Crunch & Sip [®] program.	The preparation of the garden is progressing with 20+ water tubs in place that will be created into garden beds. This is expected to be up and running in 2026.
Student Wellbeing	Establish the Exceptional Me and Strength programs for Year 6 students.	In Term 4 2025, Pastors James and Kerrie ran 5 sessions on the program for Year 6 culminating in a luncheon at Centillion Chinese restaurant.

Communication

Improve communication about the school through production of promotional material published in the wider community.

A weekly What's On post was published on Compass and Facebook along with 'A Week at Liberty' highlighting some of the events and learning that occurred in the week. Staff profile posts and Student quotes were published along with updates on events. Fliers were delivered to 10 pre-schools in March to advertise the Term 4 Transition to School Program.

Staff

Introduce measures to increase staff wellbeing by commencing a 'Wellbeing Wednesday' initiative.

This did not get off the ground as anticipated, need someone to 'drive' this within the staff.

Governance

Board Members complete the required hours of Board Governance Training.

A CEN-produced suite of Board Governance Modules has been booked for Board members to undertake in 2026.



Curriculum Week Achievement

Kids Zone Celebration

Joy School Fundraiser

Priority Areas for Improvement in 2026

Priority Area	Desired Aim
Enrolments	Increase student numbers in Kindergarten and Year 1 so that each year level has approximately ten students in it.
Student Achievement	90% of student's writing results in NAPLAN fall in the Proficiency Levels of Strong or Exceeding.
Teaching and Learning	Implement a scaffold to support teaching staff to plan for teaching and learning through a Biblical World-View lens.
Community Action	Train Year 5/6 students to operate technology in the sound desk in mainly music and chapel to equip them with skills that can be used to serve in the broader church and community.
Technology	Upgrade security around the school through a working alarm system and security cameras with remote access.
School Environment	Re-establish the school's community garden with parent volunteers and student help so it can be used to produce food items for the Crunch & Sip® program.
Student Wellbeing	Commence training and familiarization of PeaceWiseKids to train students in Biblical conflict management strategies.
Communication	Increase promotion of the school on social media (Facebook) with 2 or more posts a week.
Staff	Professional Learning to staff to broaden skills of faith in practice and pedagogy.
Governance	Increased knowledge of governance principles and practices for all Council members.



Aged Care Visit



National Simultaneous Storytime



Athletics Carnival

Respect and Responsibility

The school has taken action to promote respect and responsibility between all members of the school community. The discipline policy's underlying principles are based on responsibility and therefore this is already an integral part of the ethos of the school. The school is committed to encouraging a high level of respect among students, parents and carers and staff.

Strategies include:

- The School Rules comprise 5 areas of responsibility for students. The rules were formed with a Biblical foundation to Love, Honour and Serve others. These have been integrated into the life of the school and are well-known by students. Staff refer to these when discussing student behaviour expectations.
- The school implements the “Bucket Filler” program. This program is a character development program that is based on the premise that everyone carries an invisible bucket that holds their good thoughts and feelings. When our buckets are full, we feel happy and when our buckets are empty, we feel sad. Children quickly understand that they can fill buckets when they do and say things that are kind, considerate, caring, and respectful. They also learn that when they are mean, inconsiderate, uncaring, or disrespectful, they dip into buckets and remove those good feelings. During this school year we are encouraging, reminding, and recognizing everyone’s efforts to be bucket fillers.
- Class-based teaching and learning activities - what is respect?, how do we show respect?, respecting others, gaining respect, taking responsibility for our actions and personal responsibilities. Such values are readily displayed in the multi-grade classroom as students interact and respond to each other, regardless of a student’s age. Issues of respect and responsibility are reflected in many of the Key Learning Areas.
- The WorryWoo program presented to Kindergarten promotes respect of others, acknowledgement of differences and responsibility in regards of personal behaviour and how students respond to their peers.
- A list of responsibilities for staff, students and parents is published in the school handbook.
- Year 5 and 6 students attend a leadership training day run by the GRIP Leadership Team. This event provides student leaders the opportunity to liaise with peers from other schools, learn and practice leadership skills, learn the importance of showing respect for those around them and develop confidence in their ability as leaders to take on this responsibility at a school level. This has proven to be a worthwhile



Student Voice

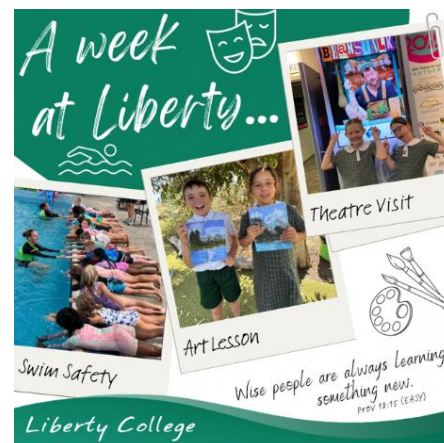


Facebook Post



strategy towards promoting respect and responsibility within the school. In a small school, the value of senior students in modelling and mentoring younger students has a profound impact and building capacity in senior students to take on this responsibility is a key to success in this area.

- Service Students are rostered weekly from the Stage 3 class to take on tasks. It is the students' responsibility to collect the mail daily and return it to the office for the duration of one week. Other duties include raising and lowering the flag, collecting the clipboard at the end of the day with messages for staff and students and ringing the afternoon bell.
- A 'Student of the Week' award is presented to a student in each class every Friday. The criteria to achieve this award includes demonstrating behaviour that shows respect to peers and school staff, responsibility in various areas, ability to follow directions and represent the school with pride.
- Student leaders take on leading the sport teams with responsibilities including mobilising and encouraging their team, organising and setting up activities and supporting staff during daily fitness activities.
- The school participates in the Aussie of the Month program. Aussie of the Month is a primary school civics recognition program, delivered by the same network that presents the prestigious Australian of the Year Awards. Aussie of the Month recognises and celebrates personal endeavour, achievement, and contribution to the community and reflects the universal values we share as Australians, such as: fair go, mateship, respect, and inclusion. This is a worthwhile way to encourage and celebrate respect and responsibility at Liberty.
- Year 6 students have the responsibility to lead morning assembly, welcoming students and staff, giving necessary reminders and information and inviting staff to speak. This provides opportunity to highlight senior leaders as models for the younger students.
- Students in Stage 3 are involved in setting up and packing up for the mainly music program each Friday during term time. This program is a ministry of Liberty Church, providing a music-based interaction program for caregivers and young children. School students set up the morning tea area with mats and chairs along with some playground activities as a service to the mainly music group.
- In 2025, a partnership with a local nursing home was established. This allowed students to visit the facility as a community engagement initiative and spend time with residents, building respectful relationships with an older generation. Activities such as talking with residents, craft, games and singing occurred.



Facebook Post



Encouragement in the Amenities



Aged Care Visit



Transition to School Program

OUTCOMES AND RESULTS

Standardised National Testing

NAPLAN testing in grades 3 and 5 is used to assess student learning and to compare performance against National averages. Literacy and Numeracy are taught in accordance with the NSW National Education Standards Authority syllabi and amount to approximately half of the school timetable subject allocations. The table below shows the average score in each of the domains for students at Liberty.

Year 3 NAPLAN 2025 Cohort = 5 students	Year 5 NAPLAN 2025 Cohort = 12 students
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	2023	2024	2025		
				<< >>	
Compare to	<input checked="" type="radio"/> Students with similar background		<input type="radio"/> All Australian students		
	Reading	Writing	Spelling	Grammar	Numeracy
Year 3	-	-	-	-	-
Year 5	466	466	469	473	468

NAPLAN participation for this school is 100%
 NAPLAN participation for all Australian students is 95%

^{NB} A school's NAPLAN test must have a minimum of 11 participants and 80% participation rate for a comparison colour to be available. Grey shading indicates participation did not meet these thresholds.

Interpreting the table

Selected school's average when compared to students with a similar background

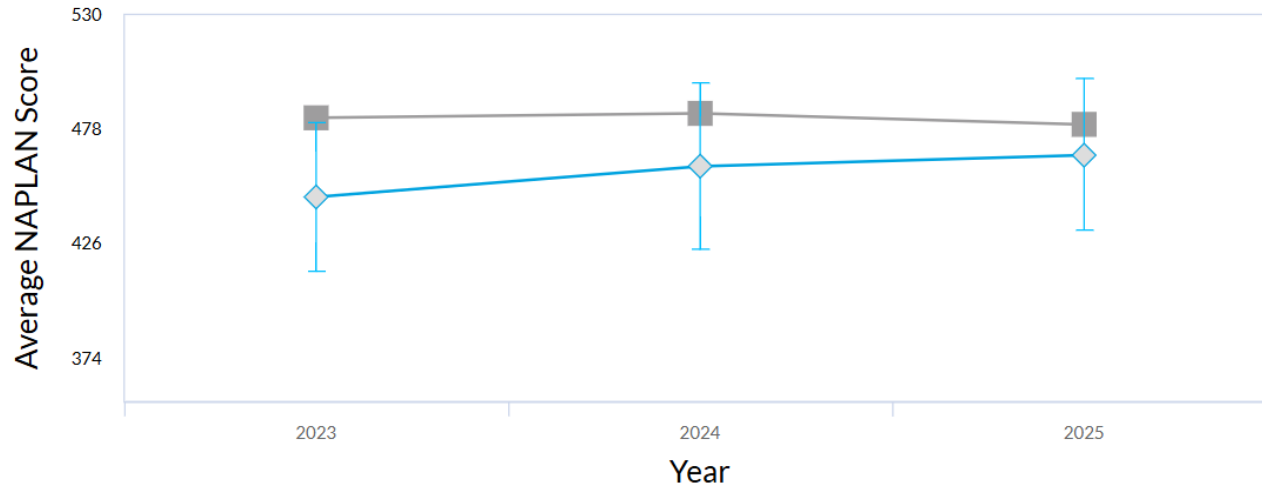
- Well above
- Above
- Close to
- Below
- Well below
- No comparison available

For additional information, click [here](#) to visit the My School website.

Writing was a focus area for 2025 and results show the improvement in student writing skills. Year 3 data unavailable due to cohort size falling below reportable threshold.

Year 5 ▼ Writing ▼ Submit

Year 5 Writing



Interpreting the graph

Selected school's average when compared to all Australian students

- Well above
- Above
- Close to
- Below
- Well below
- No comparison available
- 90% level of confidence

Select categories:

- Selected school Students with similar background All Australian students

STAFFING

Curriculum Delivery

All the teaching staff have teaching qualifications from a higher education institution within Australia or as recognised within the National Office of Overseas Skills Recognition (AEINOOSR).

Teaching Qualifications

Surname	Name	FTE	Accreditation	Years of Teaching Experience	Subjects Taught	Year/Role	Qualifications		
							Qualification	Location	Obtained
West	Susan	1.0	Proficient	29	Primary KLA's	K-6 Casual	B. Education (Primary)	Sydney University	1997
							Masters in Leadership	Morling College	2020
Campbell	Karen	1.0	Proficient	44	Primary KLA's	5/6	Diploma of Teaching	Armidale College of Advanced Education	1982
							Bachelor of Education	Australian Catholic University	1994
Simpson	Heather	0.4	Proficient	39	Primary KLA's	K-6 RFF	Diploma in Teaching	Armidale College of Advanced Education	1994
							Bachelor of Education	Armidale College of Advanced Education	1988
Pyke	Bellinda	1.0	Proficient	4	Primary KLA's	K/1	Bachelor of Education (Primary)/Early Childhood Studies	University of Newcastle	2016
Kelly	Cecilia	0.6	Proficient	3	Literacy	K-6 Literacy Support	Bachelor of Teaching (Early Childhood)	Macquarie University	1997
Dillon	Jessica	1.0	Proficient	2.5	Primary KLA's	2/3/4	Bachelor of Education (Early Childhood)	University of Southern Queensland	2023
Tindall	Kandy	0.2	Conditional	0.6	Primary KLA's	1/2	Master of Teaching (Primary)	Christian Heritage College	2025

Workforce Composition

All staff at Liberty College are committed Christians and are linked in with a local church. All staff subscribe to the school's Statement of Faith outlined in staff contracts and are committed to teaching from a Christian worldview perspective.

All staff continued in their previous capacity into the 2025 school year with some changes to the class structure. One staff member identifies as Indigenous, and three staff members are from other countries. Support staff are utilised both in the classroom and playground. The focus of support staff time in the classroom is for students with disabilities and general classroom and teacher support. Additional staff are also employed to work in ancillary roles, including office roles and finance and cleaning and maintenance. Liberty Church Incorporated employs 20 people, 11 of which are employed in a part-time capacity.



Facebook Post



Chapel



Hunter Zone Athletics Carnival

ATTENDANCE

The attendance rates per grade for 2025 are outlined in the table below.

Year Level	All	Indigenous
K	82.95%	77.64%
1	91.05%	93.94%
2	89.16%	85.11%
3	84.16%	81.94%
4	90.90%	85.96%
5	90.37%	82.23%
6	90.67%	92.23%
TOTAL	88%	84.5%

Proportion with Attendance Rates $\geq 90\%$
Non-Indigenous 61%
Indigenous 49.5%

SCHOOL POLICIES

A full text of the school's policies can be found on the school's website. Click on the direct link to the policies below.

[Child Protection](#)

[Discipline](#)
(including Anti-Bullying)

[Enrolment](#)

[Managing Complaints](#)

Click [here](#) to visit the Policy Section of the Liberty Christian Primary School Website.

STAKEHOLDER SATISFACTION

The annual School Community Survey encourages reflection across 6 domains: School Values, Community, Communication, Teaching and Learning, Student Welfare and School Facilities. Each focus area had a series of statements and the opportunity to make additional comments was provided. Respondents graded the list of statements in each area using a five-point grading scale from fair (1) to excellent (5).

Responses
17

Components	Average Response	Comments
School Values	4.9	Liberty College continues to provide a loving and caring environment for school families that supports families and aligns with Christian family values. A Parent noted that, “The School is impacting students positively in moral values.” Liberty also holds firmly to everyone’s value in Christ, and this is recognised by families.
Community	4.9	Liberty prides itself on providing a friendly and supportive community. One respondent wrote, “The school family is amazing.” Family attendance at events always high, even on non-school days. School events are a highlight for families and provide opportunity to bring families together. Some of the favourite events are Cross Country, VIP Day, and end of Term Assemblies.
Communication	4.8	The Compass App continues to be a useful tool for communicating with the school community. One parent noted, “Love the various options for communication and it’s not overwhelming.” Increased social media posts about the school on Facebook through the year has resulted in more followers and families often share posts with family members. This area has been a focus and the higher survey results indicate our efforts were successful to improve communication.
Teaching and Learning	4.7	“The positive growth and learning in my child in his first year attending Liberty has been noticed by family and friends and his growth in his faith is also noticeable.” This captures the essence of teaching and learning at Liberty – students that can flourish academically but also spiritually. Families are offered parent-teacher interviews and school report are published twice through the year which provides updates on student progress each term.
Student Welfare	4.8	Liberty has several strategies in place to meet student welfare needs. This includes student access to key staff and provision for practical needs to be met, such as food and clothing. Good connections with families are also a key strategy to meet the welfare needs of students. This area was rated higher in 2025 by families, with one parent commenting, “My child is so very well supported and other children openly display their kindness to others.”

School Facilities	4.8	While Liberty's school facilities are well-suited to the needs of the students and school enrolments, families in the survey recommended a designated and formal athletics area, handball area away from the gate and improved flow in the drop-off zone. Some of these can be easily addressed with some management strategies.
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Additional Parent Comments - 2025

As a parent I really appreciate your efforts in Liberty Christian Primary School.



Coming to Liberty was the best decision we made for our son. He has learnt so much and made such good friends along the way. The teachers have been fantastic, and we are very sad that our journey with Liberty is coming to an end. A massive thank you to everyone, we will miss you.



My children loved the trips for athletics.



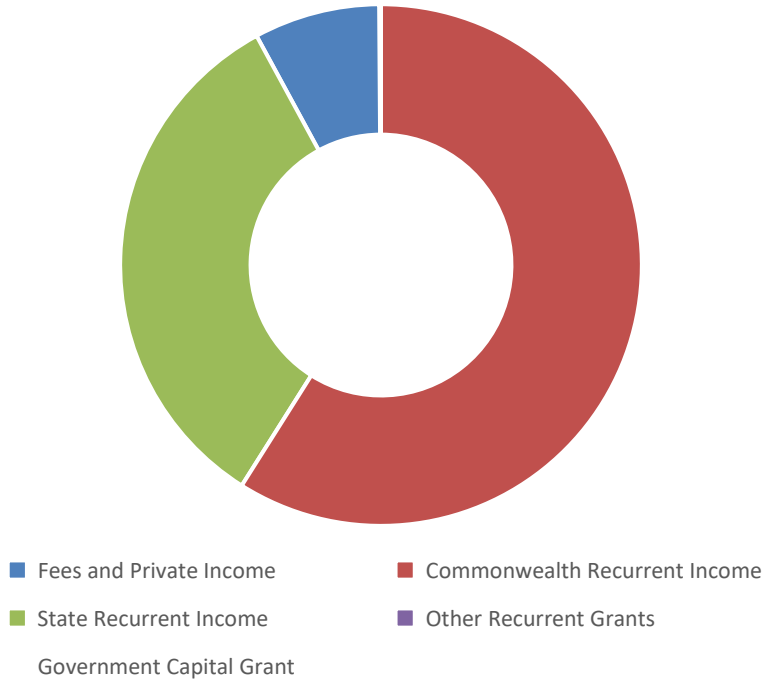
The transition to Liberty mid-year has been fantastic. My kids' anxiety levels have decreased, they aren't overwhelmed at the end of each day and when I ask them how their day has been at the end of each day, they always say wonderful things. My kids feel accepted, listened too and as a parent I just want to say thank you. I am at ease every day I send my kids to school with trust with the school that my kids' welfare is at the top priority. Thank you from the bottom of our hearts.



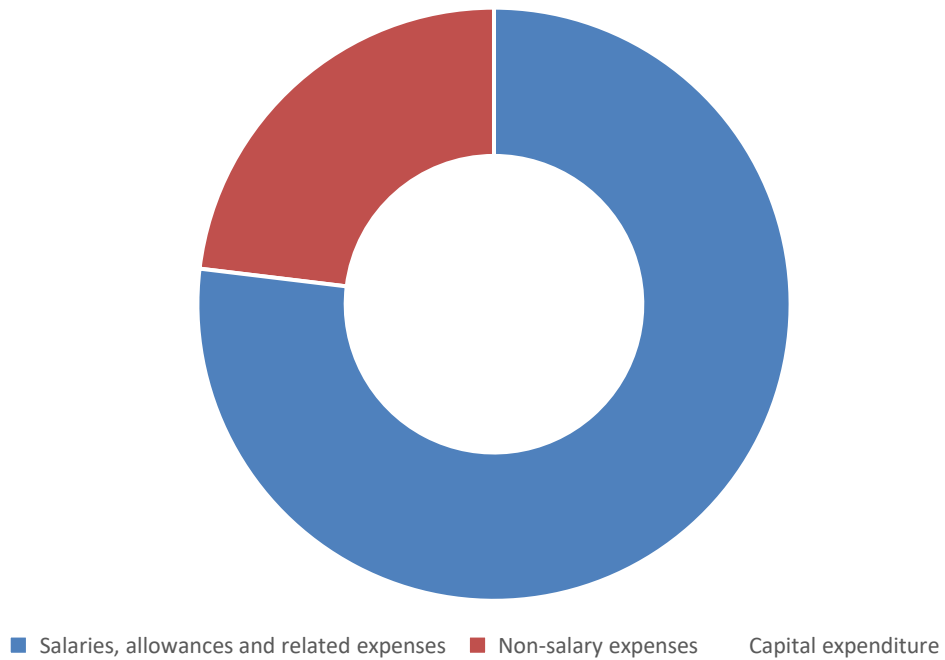
My child has become more confident.

FINANCIAL INFORMATION

Recurrent/Capital Income



Recurrent/Capital Expenditure



Recurrent Income	
School Fees	81830
Excursions	11786
Other Private Income	18149
State Government Grants	474298
Commonwealth Government Grants	844477
Other Recurrent Grants	1643
TOTAL RECURRENT INCOME	1432183

Capital Income	
Other Capital Income	NIL
TOTAL CAPITAL INCOME	NIL

Recurrent Expenditure	
Salaries and Allowances	
General Teaching Staff	589505
Salaries – all other staff	612799
Workers Compensation and other salary related expenses, LSL provision	42569
Superannuation	135476
Teaching expenses and materials, administrative and clerical expenses and sundry administrative expenses	143338
Buildings and grounds operations, rent building and equipment – maintenance	4902
Interest – bank overdraft and recurrent loans	NIL
Depreciation	34561
TOTAL RECURRENT EXPENDITURE	1563150

Capital Expenditure	
Land, Buildings and improvements	NIL
Plant and machinery	NIL
Other capital expenditure	NIL
TOTAL CAPITAL EXPENDITURE	NIL

Loans	
Refundable Enrolment Deposits	
Opening Balance	NIL
Closing Balance	NIL
Recurrent Loans	
Opening Balance	NIL
Closing Balance	NIL